

Agenda

The City of Frederick Mayor & Board of Aldermen Workshop

**March 20, 2013
3:00 PM
City Hall Boardroom**

Call to order & Pledge Allegiance

Approval of the February 13, 2013 Workshop Minutes

Approval of the February 20, 2013 Workshop Minutes

Agenda topics

1. Pay for Performance Update –
Katie Barkdoll
2. OPEB Workgroup
Recommendations – Katie
Barkdoll
3. Aldermanic Comments

It is the policy of the Mayor and Board of Aldermen to permit public comment limited to five (5) minutes per person or ten (10) minutes per group. A sign up sheet is available prior to the meeting.

The City of Frederick is committed to the letter and spirit of the Americans with Disabilities Act. Individuals requiring special accommodations are requested to call prior to the meeting to make arrangements. Please call 301.600.1380.

This meeting will be broadcast live on cable television government channel 99.

Agenda

The City of Frederick Mayor & Board of Aldermen Workshop

March 20, 2103
3:00 PM
City Hall Boardroom

Mayor Randy McClement called the Workshop Meeting to order at 3:00 PM.
Mayor McClement led the Pledge of Allegiance.

Attendees – Mayor Randy McClement, Aldermen Karen Young, Michael O’Connor, Kelly Russell
Alderman Shelley Aloï is out of town on business.
Alderman Carol Krimm is on her way back from the Transportation Planning Board meeting.

The February 13, 2013 Workshop Minutes were approved with a motion by Alderman Young, second by Alderman O’Connor. The final vote was 3-0.

The February 20, 2013 Workshop Minutes were approved with a motion by Alderman O’Connor, second by Alderman Russell. The final vote was 3-0.

Mayor McClement said that he participated in the Mayor’s Day for Meal on Wheels and delivered meals to individuals.

Alderman Krimm arrived at 3:20 PM.

* The March 20, 2013 Workshop meeting is available for viewing in its entirety via Granicus web streaming on The City of Frederick website, www.cityoffrederick.com

Agenda topics

1. Pay for Performance Update

Discussion – Katie Barkdoll, Budge Director, presented the Pay for Performance update through a power point presentation

The following recommendation were made by the Board of Aldermen:

- Implement training for supervisors on evaluations.
- Implement training on how supervisors can communicate evaluation information to employees.
- Add two additional categories for differentiation (from 3-5).
- Explore a formal recognition program/recognition for outstanding service.
- Consider adding a “Compliment an Employee” link on the website.

<p>Public Comment</p> <p>none</p>
<p>Conclusion – Ms Barkdoll will call the committee back together to discuss the input from today’s meeting. The committee will explore ideas of recognition/complimenting of employees and bring the information back to a future Workshop.</p>
<p>2. OPEB Workgroup Recommendations</p>
<p>Discussion –Katie Barkdoll, Mike Winpigler and Joe Hayer presented the recommendation from the OPEB Workgroup through a power point presentation.</p>
<p>Public Comment</p> <p>Keith Brown</p> <p>Conclusions – The OPEB workgroup will look into a Retirement Health Savings Account on the procurement side for a vendor. The OPEB workgroup will work with Human Resources on details and bring it forward to a future workshop meeting. In addition, an updates will be provide to the Board of Aldermen on the top 10-15 projects.</p>
<p>3. Aldermanic Comments</p>

Alderman Young stated that she has concerns with the Budget meeting dates that were announced via a media release yesterday for a variety of reasons. The evening Budget Workshop Meetings have been scheduled for the same day as the regular Wednesday afternoon Workshop meetings, which allows little time to read, research, and prepare for discussion on the meetings' agenda topics. The Board of Aldermen should have had more input and should set the meeting dates per the Charter and read Article 7 – Section 89 of the Charter (read by Alderman Young).

Mayor McClement stated that a tentative list of dates was sent to the Aldermen on October 12, 2012 and he did not receive any responses from the Aldermen. This is how the Budget Workshop Meeting schedule has been set in the past.

Alderman Young stated just because it has always been done that way is not an acceptable reason and she would have liked more collaboration and communication with the Board of Aldermen on the dates as well as more consideration of what is stated in the Charter.

Alderman O'Connor stated that he would save his comments for the next meeting as he is running late for a 5:00 PM meeting.

Alderman Krimm stated that she agrees with Alderman Young on the issue of the Budget meeting dates scheduled without Aldermanic input. She would like to have collaborated on setting the dates as all Budget Workshop meetings are scheduled for Wednesday evenings and Wednesday afternoon Workshops can carry a heavy agenda. Sandra Nickols, City Attorney stated that Article 7 – Section 89 does pertain to all meetings.

In addition, Alderman Krimm has asked the Green Initiative Team (GIT) to work on a Green Building Tax Credit. Jim Peck from MML, told her Hagerstown already have one. Alderman Krimm would like this topic discussed at a future Workshop as builders have been talking to her about the tax credit.

Alderman Kelly Russell reminded everyone that Saturday, March 23rd is Earth Hour Day from 8:30 – 9:30 PM. The GIT will be in front of City Hall during that time and will be handing out glow necklaces to all that sign the pledge board to be more energy saving conscience. City Hall Park lights will be turned off for that one hour.

The meeting adjourned at 5:25 PM.

Respectfully submitted,

Susan Harding